REPORT

Conference

of

Departments of Women in Industry

of the

Middle-West State Divisions

Woman's Committee

Council of National Defense

HELD IN

BOWEN HALL, HULL HOUSE

Chicago, September 13-14, 1918

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PROCEEDINGS

The Chairmen and Representatives of the Departments of Women in Industry of the Middle-West State Divisions, Women's Committee, Council of National Defense, met in conference September 13-14, 1918, Bowen Hall, Chicago. The call was issued by Miss Agnes Nestor at the request of chairmen from Middle-West States.

PRESENT: Chairmen, representatives and visitors from Colorado, Illinois, Indiana, Minnesota, Ohio, Michigan, New York, Wisconsin and Washington, D. C., as listed on the last four pages of this report.

PRESIDING: Miss Agnes Nestor, Chairman, Department of Women in Industry, Woman's Committee, Council of National Defense, Washington, D. C.

The chairman opened the session with a greeting to the goodly number of delegates who had responded to the short call, and introduced Mrs. Raymond Robins, who also extended a cordial welcome and spoke of the stimulus which must come to all from the consideration of a united plan of action.

Upon motion, a vote was taken to record the conference proceedings in a stenographic report, to be printed and furnished in desired quantity to the states represented, the expense to be shared pro rata.

The chairman outlined the program for the various sessions. Reports of state work occupied the first session.

STATE REPORTS

OHIO.

MISS MYRTA L. JONES (Chairman, Department of Women and Children in Industry): outlined the organization of her Department, composed of committees in Cleveland, Cincinnati, Toledo, and Columbus, under the auspices of National and State Councils of Defense. It is financed through the efforts of a committee appointed by the Consumers' League. Her report included the following:

At the request of and in co-operation with the State Council of Defense and the Industrial Commission of Ohio, an effort was made to secure data concerning the condition of women and children in industry by means of a questionnaire prepared by the Department. The result—only 601 responses to the 3,000 questionnaires sent to manufacturers—would seem to indicate that as a means of collecting information the questionnaire is not a success. In addition, the answers came in so laggingly that, by the time the data was compiled, conditions had changed and the figures no longer applied. Moreover, we were not allowed to read the proof of the report, and when it was printed one statement read, "Number of women employed with children over school age," instead of *under* school age.

If women are to become industrial citizens of Ohio, without undercutting men; if they are to take the places of men from the practical rather than the sentimental standpoint—Ohio employers must revise wage scales for women. In comparing wages paid to women with those formerly paid to men, we find:

In 1433 cases women get the same wages as men;
In 394 cases women get higher wages than men;
In 2365 cases women get lower wages than men,—

a comparison which is based not on the present scale but on the wages formerly paid to men.

The Department adopted an educational program and raised a special fund for preparing and distributing literature designed to inform the public and to influence legislative action. Among the leaflets thus compiled was one setting out in brief sentences England's experience with labor standards in wartime. The Department's intention was to distribute this leaflet among manufacturers in the belief that it would prove enlightening and helpful.

THE CHAIRMAN: Months ago the Department of Women in Industry of the national organization thoroughly canvassed the question of standards, and it endorsed the standards adopted by the Ordnance Bureau. In addition, it adopted the educational campaign as the most effective service it could render, and this was done only after consultation with the Secretary of Labor and the Council of National Defense. The educational campaign was given unqualified approval. The Secretary of Labor said: "I not only approve; I heartily endorse it!" This means that the highest authortiy in the War Labor Administration stands back of educational propaganda to maintain standards and to make known the attitude of the Government on labor policies.

MISS JONES: Do you have a legislative program?

MRS. ROBINS: Yes. We acted upon a legislative program at the June 6th conference. We have taken a variety of actions backing up legislative measures, like the 8-hour bill. We have been standing for a Woman in Industry Bureau. We feel ourselves definitely charged with a legislative program.

ILLINOIS.

MISS MURPHY (representing Children in Industry Committee of Illinois Department of Women and Children in Industry):

Last April this Committee undertook to make a survey of the conditions surrounding children in industry and the effectiveness of the new child labor law, with a view to determining a standard for work certificates and the physical examination of child workers. This survey is being made under the direction of Miss Anne Davis, chairman, in co-operation with the Labor division of the Children's Bureau in Washington. Miss Atkins, field worker for the committee, will soon submit her report, covering Peoria, Streator, Decatur, Rockford and other cities, and the survey will be continued until the entire state is covered. In making the survey the field worker has endeavored, by means of suggestions and incidental information, to co-ordinate with the child labor law the activities of principals of schools and employers of labor.

In response to a question from Miss Jones (Ohio), Miss Murphy outlined the origin of the Vocational Guidance Bureau in Chicago, administered by Miss Anne Davis,—started some years ago by the Chicago Woman's Club and Chicago Woman's Aid, and now incorporated in the Chicago Public School system. In connection with the Vocational Guidance Bureau, but quite distinct, is the Vocational Supervision League, a group of men and women in no way connected with the public schools, who make it their business to supply scholarships for children who for one reason or another should continue in school instead of entering industry and whose parents cannot afford to give them the opportunity. While the number of children so helped has not been large, it is believed that the example established will result in an increasing number from year to year.

In general discussion, the point was brought out by Mrs. Robins that to bring the need of scholarship to the attention of the public is one way of getting people generally to understand the need for higher wages, for just as soon as fathers are better paid their children remain longer in school. In line with this statement the Chairman quoted a statement made by the Chief Factory Inspector for Illinois, that in the first year of the war the number of children in industry was far below that of the preceding year, and in his belief this was due partly to a substantial increase in wages of adults, and partly to the educational propaganda and the stronger child labor law. Mrs. Hefferan suggested that improved technical instruction offered by schools also had some influence in keeping children in school.

MRS. ROBINS (Chairman, Department of Women and Children in Industry for Illinois):

Our Department is divided into a number of subcommittees, the largest being the Committee of Children in Industry, concerning which you have just heard the report.

Miss Breckenridge is Chairman of the Committee on Colored Women, which last winter made a survey of conditions of colored women workers, wherein lies a very definite problem.

Under the Committee on Foreign Born Women—Miss Mary McDowell, chairman,—one of the activities has been to conduct in various factories classes in English, and another has been to open in a densely populated foreign section of

Chicago what was called the Milwaukee Avenue Center, where mothers and children could come for information and assistance. We started with a room just off the street, where we expected the foreign born women to come for any help we could give. Many wanted to know how to send letters or Christmas presents to the camps; they were eager, too, to be told the real facts about camp life; and they were glad of the chance to leave with us their little ones while they did errands in the neighborhood. Then, almost before we knew it, we had a Red Cross Center, and the room was opened to children, who came in large numbers. A group of girls from the Francis Parker, one of our great private schools, undertook the entire charge of the boys, and formed them into a Red, White, and Blue Corps. An example of the simple, human way in which these boys worked is afforded by this little incident: During the intense cold of our last winter, members of this Corps volunteered to relieve the newsboys of the neighborhood, to give them a chance to come into the warmth and comfort of the Center, convinced that by so doing they were serving their country.

Possibly as a result of this Milwaukee Avenue Center, the Springfield Committee of Women and Children in Industry opened a kindergarten during the summer months for the children of working people, the object being to reach the homes of the foreign born. Teachers volunteered service, and the children were kept happily employed all through the summer months, greatly to the joy of the mothers and fathers.

In reply to a question concerning finances, Mrs. Robins explained that in the early days the Department in Illinois raised its own funds to the extent of three thousand dollars; later the Woman's Committee assumed the financing of all Departments, for which it has raised a fund of $50,000. The State Council of Defense furnishes printing, postage, stationery, and rent.

Originally the work of the Department was largely along the line of investigations, made at the request of the Secretary of Labor and the Secretary of War, who supplied names of all firms engaged in war industries and asked information concerning the working conditions of women therein. Now, as the result of various reorganizations, all investigations are being conducted by the federal departments, and no longer are the State Departments of Women in Industry expected to do more than to co-operate with the investigators who may be sent out by the Government. This leaves this Department free to concentrate on the educational work—considered above all else most important.

An indication of the way in which efforts are being stabilized is furnished by an interesting piece of work undertaken by New York State, where, at the request of the State Industrial Commission, the Department of Women in Industry has estabilshed a Women in Industry Service, with Miss Swartz, of the Consumers' League, at its head. To carry on this service for one year, pending an expected appropriation by the legislature, Miss Mary Dreier, chairman of Department of Women in Industry for New York, has raised a fund of $25,000, thus insuring that even though the war should end tomorrow, this work, so helpful to everyone concerned, can be continued under the Women in Industry Service. We are hoping to establish such a women's bureau in Illinois also.

MRS. HEFFERAN (Vice-Chairman of Department of Women and Children in Industry and Chairman of Department of Courses of Instruction):

A great body of untrained women is expected to take the places made vacant by men who have been called to the service. The businss of the Department of Courses of Instruction is to compile a list of the courses of instruction offered by

public and private institutions in Chicago where women may be trained for their new duties. Hundreds of women have said to me, "The Government owes me a position because I have a son in the service!" But when they are confronted with a direct question—can you do this?—or that?—they are not trained. And my job has been to connect them with some place where they can get the needed training, intensive training, which will fit them for the work now ready for women.

The first effort was to get the co-operation of the public schools. The school board in Chicago was exceedingly generous, and made this statement: "We will put at the head of the next school bulletin: 'Whenever twenty people in Chicago, women and men, want particular instruction, the Board of Education will furnish it.'" There is in Chicago a great system of technical schools, and of these women especially should take advantage. We have two continuation schools designed to give office boys and girls instruction in business arithmetic, typewriting and so on, and the director has said, "Send over your older women." Women cannot expect the same pay as men unless they can do the same work that men do. With equal pay for equal work, the women must be equipped.

We are urging all the larger towns and cities through the state to offer to wage earners opportunities in night schools, intensive courses in motor mechanics, chemistry, and so on. We urge, too, that the registration cards be used to connect the women seeking training with the persons who are offering to train, the instructors in telegraphy, say, or stenography. There is a plan by which a group can raise a certain sum of money and send a person to Chicago to study Americanization methods and then return to the home community to teach foreigners. In each township the chairman of Courses of Instruction is asked to make a survey of educational possibilities and to initiate classes where it is not possible to persuade an institution of learning to form classes. In one place, the wife of the principal of the high school secured the names of ten women who offered to give nstruction in different lines—surgical dressing, stenography, Morse telegraphy, radio, indexing and filing, mechanics,—and she put a notice in the papers asking persons who desired information to register and announcing that when twenty had registered, a class would be formed.

During the past year, older women have used the opportunities offered by night schools as never before. It has been found that many women were absolutely without knowledge that in their home neighborhood were splendid technical schools where they could secure the longed-for training. Now that their attention has been called to it, they are responding gladly. The work is being pressed all through the state under an organizer, Kate Wood Rae; the questionnaire method was tried, but proved unsuccessful.

MISS BENNETT (Chicago) suggested that a wise supervision would help women students to choose proper courses of instruction. For instance, few women are qualified for radio work, and comparatively few positions will be available, whereas a course in filing is generally possible and desirable.

COLORED WOMEN.

MRS. IRENE GOINS: I am working with the Department of Women in Industry as an investigator. I have visited many factories which employ colored women. There has been a large influx of colored people into Illinois; Chicago alone has 80,000. The majority are employed in factories and in what is con-

sidered unskilled labor. I am proud to say that within the last ten months these workers, who have come into the industries untrained, are showing great improvement. Of course, they are used as underbidders in the labor market, because of their ignorance of conditions, and, to correct that, we are trying to organize them into trade unions. My people, however, know so little about organized labor that they have had a great fear of it, and for that reason the work of organizing has proceeded more slowly than I anticipated. Another point I wish to make,—the colored women are eager to do anything other women are doing in connection with war work, but they have had little encouragement. I hope that the women from other states, who are here, will not fail to lend encouragement to the colored girls in their communities.

MINNESOTA.

MISS AGNES PETERSON (State Chairman, Women in Industry):

In addition to being Chairman of the Department of Women in Industry, I am Superintendent of the Bureau of Women and Children in the State Department of Labor, and Chairman of Women's Auxiliary Committee of the Public Safety Commission.

At its inception, the Department of Women in Industry determined to give first attention to the question of securing a decision on the minimum wage, which had been pigeon-holed by the Supreme Court for three and a half years. After winning this decision, we began special investigations of working conditions of women in railway shops, saw-mills, and box factories, and discovered that while women were said to receive the same pay as men, it was really the pay which men *had* received, not the rate at which men would be paid today. Many employees said that the women were doing better work, and we tried to help them secure pay accordingly.

Last March, in connection with the Department of Labor, we began a survey of women in industry. The survey has been made through volunteer help supplied by the County Chairman under the Woman's Committee of the Council of Defense. All but 14 of the 86 counties in the State have sent in saisfactory returns. Some of the returns, all of which were secured by personal visit, have been so complete it was not necessary to send questionnaires. The survey covers name, address, age, nationality, exact occupation, whether married or single, number of children, and sons—if any—in army or navy, also questions in reference to replacement, the hours worked by a man and the hours and wages of the woman worker in same place. We tried, but found it difficult, to secure the name and address of the man worker whose place a woman is taking—perhaps it was feared we would follow up the men to verify the statements! The State Department of Labor paid for our printing, and the State Safety Commission will help to finance our Department.

We have written hundreds and hundreds of letters calling attention to our law on toilet facilities, and we are beginning now to receive letters telling that such facilities have been supplied—separately for men and women—in rural sections. We feel that the women in small towns have been educated on this subject now and that when the legislature meets and we ask the women to write to their legislators they will be interested and will do it.

Last year we tried to make a survey of the school attendance as requested by Miss Lathrop, but, owing to premature publicity given to the report from one

county that 855 children under 14 had been illegally excused from school to pick potatoes, report stopped coming in, and the effort was abandoned. Child Welfare Boards have been organized in about thirty sections of the state, and we have a Mothers' Pension Law which covers all cases under the age of 16 years.

Q. Is the Mothers' Pension adequate?

MISS PETERSON: I do not know. We allow $15 for the first child and $10 for each additional child. We have no fund set aside. The County is supposed to pay this amount, and the State will reimburse the County Treasurer for one-third of the money so expended. Wisconsin has the same system.

MINNEAPOLIS SURVEY.

MISS HIGLEY: The survey in Minneapolis was made under the direction of an advisory committee composed of representative women from every angle of conditions affecting women, and included the secretary of the Minnesota Child Labor Commission, the State Factory Inspector, employers, and others. An excellent staff of volunteer workers was obtained—60 or 75 women—and during the progress of the survey a series of bulletins were issued stating the auspices of the survey and giving a resume of the state law so that investigators would be able to answer correctly all questions which might be put to them in that connection.

In seeking the co-operation of employers, the investigators were instructed to use the following arguments: that next year would see the problems of women in industry increasingly important to employers; that no one now knew where to look for work nor what were the occupations into which women were entering; that during the year inquiries had been made of employment associations concerning maximum and minimum wages and the nationality of women workers, and the information was not available; that there was no industrial map of the city; that all this information would be placed on file and, in addition, that through it the Young Women's Christian Association would be enabled to determine where to establish lunch rooms and boarding houses for the convenience of workers.

Our investigators generally received ready co-operation from the employers, and the survey was conducted with excellent spirit.

MISS PETERSON stated that in Minneapolis and St. Paul very good results had been obtained from a course of lectures given by Miss Alice Henry on the history of the labor movement. The lectures were given with the endorsement of the State Safety Commission to a group of very representative women, some of them the wives of employers opposed to organized labor. The result has been that we are going to organize a Committee of the Women's Trade Union League.

INDIANA.

MRS. MARY MANY, Chairman of the Department of Women in Industry for Indiana, gave a brief statement of the status of organized women workers in the State. She called attention to the fact that in the garment factories in

which the workers were organized there had been practically no overtime or night work, while in the unorganized factories girls have been working until ten, eleven, and twelve o'clock at night, all day Saturday, and sometimes all day Sunday.

MRS. ARTHUR T. COX (Assistant Chairman of Women in Industry and Special Industrial Inspector with the Industrial Board of Indiana):

Indiana has gone so far over her quota in furnishing men for over-seas service that a great gap is left in the industrial service which must be filled by women. An estimate made in July or August placed the number of women workers in factories at 80,000 and constantly increasing. Employers, as a result of this change in conditions, are now eagerly seeking information as to how they shall meet the legal and other requirements which govern women in industry.

In regard to children in industry, we have found that Inidana, in 1917, had 110,000 children between the ages of 14 and 16. The State Superintendent of Vocational Education reported that of this number 69,000 were in school and 41,000 out of school. As to the 41,000 children who were out of school, he had no statistics; under the compulsory education law, they were either in industry or truants. The records of the State Factory Inspector showed 2,964 children reached by that service, which, however, has only five inspectors for the whole state.

At our suggestion, a questionnaire concerning the number of work permits issued, was sent to twenty industrial centers, and we learned that 8,000 work permits had been granted.

The situation, therefore, as to children between the ages of 14 and 16, as we have been able to learn it, is as follows:

41,000 out of school;

8,000 work permits;

2,964 visited by factory inspectors.

A little calculation brings out the following facts: Indiana spends $29 per capita on the 69,000 children who attend school between the ages of 14 and 16, and she spends 55 cents per capita on the 41,000 children who take vocational training between those ages or who are withdrawn from school! It is the intention of our Department to place these figures before the next legislature.

MRS. C. A. CARLISLE (Chairman, Woman's Committee, State Council of Defense):

I am the only woman member of the State Council of Defense. I can attend all the meetings of that body, and have the privilege of a vote and can take part in discussions that pertain to woman's work. The State Council finances the Woman's Committee, but as it is running short of funds, we too must curtail expenses until the legislature comes to the rescue.

The Council has asked me to make a survey of the labor situation and to get out a questionnaire. It has asked me also to nominate committees in the industrial centers of the state to handle industrial problems of women in seven towns—Hammond, Gary, East Chicago, Terre Haute, Fort Wayne, Indianapolis, Kokomo. To form each of these committees, I am asking the state leaders in organized

labor to send in a list of names. Another list of names will be furnished by the women in the County Councils after consultation with men members. The third member of each committee will be appointed by me with the assistance of the Industrial Board, and I reserve the right to remove any member of a committee who proves unfitted for the work.

MICHIGAN.

MRS. FREDERICK B. PERKINS, State Director of Registration and Assistant to State Chairman of Woman's Committee, Council of National Defense:

After presenting greetings from Mrs Caroline Bartlett Crane, State Chairman, stated:

In Michigan, much thought has been given to the matter of registration, with the result that 900,000 women have registered. It would be difficult to estimate the amount of good to be derived from this very complete registration.

The Department of Women in Industry has a chairman in almost every county. Within 24 hours after the request came from Washington every county chairman in the State had been asked to see to it that in her own section every child who should be in school was in school.

MRS. CRAIG-MILLER, State Chairman of Placement of Service and Training, Council of Defense:

We are working closely with the Federal Employment Bureau. Detroit has grown tremendously in the last two years, quite beyond the power to take care of itself. Seventy-five per cent of the voters are either foreign-born or of foreign parentage. A splendid Americanization effort is under way. Many women are coming into industry from outside the state; a few weeks ago the records of the Federal Bureau showed that 20,000 women had replaced men workers.

The young girls who have come into Detroit by the thousand find there nothing to do in the evening because there are no young men, and they are very dull. Only a few groups of 150 or so are reached by the Y. W. C. A. The result of the dullness is that they lose interest in their work. This is the great problem—the health and recreation problem.

MISS LOUISE M. NELSON, Chairman of Registration and Service Committee, of Grand Rapids:

From our State headquarters, we have organized 1,000 cities, towns and townships. In all the cities and towns of any size we have a fully officered organization, created in this way: the heads of all women's organizations, and women representatives from organizations composed of men and women, are invited to attend a meeting. They elect officers. In townships, the county chairman recommends someone to be township chairman. This is also worked out in the school district. And the men are trying the same plan. The County Chairman is an appointed officer. We feel that Michigan is wonderfully organized. We have a full office force at headquarters, and in two or three hours can get out and send to our 1,000 chairmen a copy of anything.

This state-wide organization we have placed at the disposal of the Federal Employment Bureau, and through it have been helpful in placing women in

industry according to the demand. Under Miss Grace Van Hoesen we have been endeavoring to better the factory conditions and general environment of our working women.

COLORADO.

MRS. JOHN CAMPBELL, Member of Committee on Women in Industry, State Chairman, Committee on Speakers, testified to her pleasure in being present. Colorado is preparing for the future, and at present a registration for nursing is under way. The principal activities of the Department of Women in Industry have been in the line of Americanization and work with children.

WISCONSIN.

THE CHAIRMAN announced that Mrs. William F. Kittle, Chairman of Department of Women in Industry for Wisconsin, who had been particularly interested in the call for a conference, was unable to be present because of ill health, and in her place she called upon a member of Mrs. Kittle's Department, Miss Tracy Copp.

MISS COPP (Member of Department of Women in Industry and of the Industrial Commission of Wisconsin), after outlining the organization of the Woman's Committee and of the Department of Women in Industry under the chairmanship of Mrs. Kittle, stated:

A special activity of the Department has been the attempt to protect workers in the pea-canning industry, an important business carried on during a very short season, which calls for concessions in the matter of hours. As the Department of Women in Industry is organized with a committee in every County in the State, a plan was adopted whereby County Chairmen were asked to secure a registration of women for emergency work in canning factories, and the canners were notified that local help would be obtainable. In addition, with the co-operation of County Chairmen, the Department has been able to convince the canners, in many instances, that the peculiarity of their business not only calls for long hours of work, but it demands a factory equipment which bears some relation to the acreage to be covered.

Another piece of work undertaken by the Women in Industry Department has been volunteer service in connection with draft boards.

Mrs. Kittle hopes that this Conference may discuss the question of industrial standards as a sectional problem; and, in addition, I would suggest that we consider plans for a complete registration of women between the ages, say, of 18 and 45.

DR. HARBERT (of Kenosha): In Kenosha 1,000 women have taken the places of men in six factories and are working to the satisfaction of their employers, who state they consider women more conscientious workers than men. These women are receiving the same wages that have been paid to the men whose places they take.

MR. J. H. BROWN, Member, Wisconsin State Committee on Women in Industry, after stating that women will be welcomed in industry as long as there

are not men enough for the jobs, declared that the introduction of women into industry in large numbers is dangerous to the women themselves unless they are safeguarded by thorough organization into trade unions, and he urged that women be educated to minimum wage standards and a respect for the 8-hour work day. He said: "In talking with a group of women organized a short time ago, one of the girls remarked that their stumbling block was the married women who were not entirely dependent upon their wages for support. They could work for wages that would be prohibitive to a self-supporting girl. That is something to be considered by Committees on Women in Industry. You might consider it along the line of a minimum wage. Now, if as investigations show, there are thousands of wage-earning women working below the standard minimum wage—and I think no one disputes it—someone is making up the difference. In many cases the woman worker is a married woman, with a husband or brother or some relative to help her out—and I ask, is it fair to expect the relatives of those wage-earning girls to bear the burden that should be borne by the industry in which they are employed?" He called attention, also, to the change in the child labor situation in Wiscosin, where the age for attendance on vocational school is now fixed at 14 to 17, and the hours of attendance have been doubled, the effect of the ruling being to keep children out of the factories, because employers are not so ready to grant them the additional time for vocational training.

MRS. ROBINS called Mr. Brown's attention to the fact that the organized women of the country since 1909 have stood for a minimum wage.

MR. D. W. MacWILLIE (Wisconsin Pearl Button Company, La Crosse):

I would suggest that before permitting industrial institutions to replace men workers with women, those institutions should be brought before the Industrial Commission to determine whether or not they are non-essential industries. My observation is that it is the non-essential industries—not the first class war industries—which are most eager for woman labor. In America we have not the labor problem of England. There women have gone into the war munition plants. Here, the manufacturers of non-essentials, realizing that they cannot hold their men who will be drafted, prefer to take on women rather than the older men because the women will learn more quickly. The danger is that the non-essential industry will not be running six months and, meantime, the girl will have given six months of time to learning the trade. The fuel situation will control industries, not labor nor the demand for goods, and the non-essential industries that do not run this winter will not be started next summer. My suggestion is that when women take the places of men it be in the essential industries, for we do not want to start something which we shall have to adjust in future years. We shall have the men to take care of when they come back.

MRS. ROBINS: I am surprsied to hear that women are being trained for non-essential industries. As I know them, the largest number of women have gone into machine, munition, and airplane industries.

MISS TRACY COPP, Member, Committee on Women in Industry and of the Industrial Commission of Wisconsin:

I think most of the new workers in Wisconsin are going into the war industries. We have a call for 400 to go into a factory formerly employing 35. And let me say something I should have said before: Our committee has decided

to take over the problem of training women for new work, the emergency training required for women. Under the State Board of Vocational Education a woman has been appointed to visit different communities and develop trade training.

CHAIRMAN: Mrs. Harding, executive chairman of the Department of Women in Industry, of which I am chairman, will tell us now about the work as it comes to us in Washington, and she will suggest certain activities which may be undertaken by the States.

NATIONAL ORGANIZATION AND SUGGESTIONS FOR STATE ACTIVITIES.

MRS. SAMUEL B. HARDING: Miss Nestor has suggested that perhaps you would be interested in the new services organized recently in the War Labor Administration. The appropriation for this administration became available in July, so that development has been recent and rapid. Most of you have received the announcement of the establishment of the Woman in Industry Service in the Department of Labor, with Miss Van Kleeck as director and Miss Mary Anderson as assistant director. This service is administrative in character. Miss Van Kleeck is a member of the War Labor Policies Board, which board includes representatives from the production divisions of other departments—the War Industries Board, Ordnance, Navy, and so on. The Woman in Industry Service is the policies department as it relates to women.

In addition, a Working-Conditions Service has been set up, whose function is to establish standards of safety, sanitation, and shop conditions. The Bureau of Housing and Transportation has expanded enormously. Through the Clerks' Housing Committee, I have been co-operating with the Bureau of Housing in the matter of housing women employes of government departments—a great problem in Washington at present. A Training and Dilution Service has just been established, and, in the last two weeks, a woman's department in the War Labor Board. In this last named woman's department of the War Labor Board Miss Marie Obenauer has charge of the Examiners' Division and Miss Elisabeth Christman of the Field Investigators' Division. The Division of Field Investgators is charged with investigating cases of women workers in plants which come under the jurisdiction of the War Labor Board, and preparing briefs for presentation to the Board. The Employment Service also has established a Woman's Branch, of which Mrs. Neale is the head and Miss Melinda Scott is a special representative.

The War Labor Policies Board has two women members—Miss Van Kleeck of the Women in Industry Service, and Miss Grace Abbott, formerly of the Children's Bureau. The Ordnance Department was the first to establish a woman's branch, now under the direction of Mrs. Clara Tead. The Railroad Administration is the latest to set up a woman's service; on August 29th, Miss Pauline Goldmark was appointed director of that service.

To co-ordinate the work for women in industry in the various departments, Miss Van Kleeck has established a Woman's Council, meeting weekly, with a woman representative from each bureau of the Department of Labor and from the various women's branches of other departments. In this Council the Department of Women in Industry of the Woman's Committee is represented by its executive chairman.

The problem my work has presented is this: What is the work of the Department of Women in Industry of the Woman's Committee in relation to these various services? I have asked the heads of the various services this question, and always the answer comes: "We want the women of the country to stand behind us." They want other things, too, but they all want the support of public opinion. They feel that little can be done by any agency unless the great mass of public opinion is behind the service, and so it is that the chief work of the Department of Women in Industry, to my mind, has come to be, what Mrs. Robins has said, educational,—to arouse a great body of public opinion to stand behind the labor administration of the country and of each individual state.

As you know, the Woman's Committee adopted as its official standards early this year the labor standards laid down in General Orders No. 13, issued by the Chief of Ordnance, Gen. Crozier. These standards were adopted by the Quartermaster-General also. They have been supplemented by the War Labor Policies Board, but they remain the official standards of the War Labor Administration in the various departments. One big thing we can do is to give the widest possible publicity to these standards, by exhibits such as we have here today, through the newspapers, and in other ways. I would like to have the opinion of all who are here today on this plan: In order to get an informed public opinion back of the standards, that we prepare a simple study course to be published by the Woman's Committee, and send it out by means of the 15,000 and more local units of the Woman's Committee, with the recommendation that study groups be established to consider the problems of women in industry. "War Time and Reconstruction Problems" might be the title. We hope reconstruction will be upon us soon; certainly as we face war problems, we must have in mind also the time of reconstruction. These study groups might be organized, and perhaps in some places Miss Henry, or some one else, could be engaged to conduct them. I am eager to get your opinion on the feasibility of the plan.

As you know, the appropriations for the various Federal Departments are not enormous. Appropriations, I presume, are never adequate. Our constitution leaves to the States a great deal of authortiy, and so there is the feeling in the federal departments in Wishington that one of the most important things to be done is to strengthen in every way the State Departments of Labor and that in each State the women should back the State Department of Labor.

Three things have been suggested as very important for strengthening the State Departments of Labor, particularly in the work for women. First, the creation of a woman's division such as we have in the Federal Department of Labor, such as Minnesota has had for a long time and such as New York has established; second, a larger number of factory inspectors; and, third, adequate appropriations for the work of the Woman's division. The matter of a legislative program will have to be left to the respective states.

Meeting adjourned to 9:30 a. m., September 14.

MORNING SESSION—SEPTEMBER 14, 1918.

MISS NESTOR, CHAIRMAN: Several definite suggestions were made yesterday as to work to be undertaken. One was that we work for a Woman's Section in the State Departments of Labor where such a section does not now exist. Illinois, for instance, has no such section. Another suggestion was that we ask for an increased number of women factory inspectors so that we may have them in proportion to the women working in the State.

Q. Has the proportion for women factory inspectors been determined in any state?

MISS PETERSON: In Minnesota, our law calls for four inspectors, a stenographer, and a superintendent of the Bureau. The finance board has allowed salary for three. Four years ago, when the General Federation of Women's Clubs met in Chicago, we discussed this question, and we decided to ask for one inspector for every 15,000 women employed.

After general discussion, the following motion made and duly voted:

FACTORY INSPECTORS.

In order to provide adequate factory inspection in the various States represented in this Conference, the respective Departments of Women in Industry shall urge the appointment of one factory inspector for every fifteen thousand women employed in the State.

MISS JONES, of Ohio, offered the following motion, endorsing the creation of a Woman's Division in State Departments of Labor,—seconded and carried:

WOMAN'S DIVISION, STATE DEPARTMENTS OF LABOR.

That this Conference endorses, and pledges itself to work for, the creation of a Woman's Division in the State Department of Labor in each State where such a Division is not already established.

MRS. COX (Indiana) stated that the Industrial Board of Indiana is working earnestly for a Woman's Division, and she asked for all the help that other states could give.

MRS. ROBINS (Illinois) presented the importance of providing adequate appropriations for the work of Women's Divisions, resulting in the adoption of the following motion:

APPROPRIATIONS FOR WOMEN'S DIVISIONS.

In order that the work of the Woman's Division of the State Department of Labor may be effectively performed, this Conference urges the importance of securing for each such Woman's Division of a State Department of Labor an adequate appropriation.

At the request of the Chairman, Miss Ruth Knowlton, of the Woman's Branch, Industrial Service Section, Ordnance Bureau, Chicago District, spoke to the question whether inspectors could be sent to various cities for factories which are executing government contracts:

MISS KNOWLTON: The Chicago district office represents the Woman's Branch of the Industrial Service Section of the Ordnance Department. The contracts from the Quartermaster's Department we do not cover. We are always ready to inspect plants which have ordnance contracts.

Q. What industries are covered by "ordnance"?

MISS KNOWLTON: Chiefly, of course, shells and gun manufacturing, gun carriages, all kinds of arms and hand grenades, the manufacture of motor trucks and trucks for transportation—the field equipment for the soldier.

MISS JONES (Ohio): Certain contracts are given out by the Signal Corps. Some bad poisons come in under that work. We reported some cases to the Ordnance Department and were told they did not belong to it.

CHAIRMAN: The Signal Corps has an industrial section, formerly under Miss Obenauer. But anything you are in doubt about may be sent to Miss Van Kleeck. She has the information and will act as a clearing house. That is the purpose of her division. If you will send to her or to Mrs. Harding, Executive Chairman of our Committee, you will get the information.

It would be helpful, Miss Knowlton, if we could have some idea of the territory covered by your Branch with headquarters in Chicago.

MISS KNOWLTON: We cover Wisconsin, the northern part of Illinois, northern Indiana, and Minnesota. A change has been made recently, so that I am a little uncertain.

Q. Does your department make investigations whether or not there are complaints?

MISS KNOWLTON: Of course we cannot cover everything. We try to cover those places which seem most necessary. We do not always wait for complaints

MRS. ROBINS: In the early days Illinois was absolutely informed as to every contract given in the State. If the Ordnance Bureau would now give us this information, it would be helpful.

MISS PETERSON: If we were furnished with a list of government contracts in our State it would be most helpful, as we would then know where to lodge our complaints—whether in the Ordnance or Quartermaster's Department.

MISS COPP: I have secured a list of the government contracts in Wisconsin from the U. S. Employment Service.

GOVERNMENT CONTRACT LISTS.

The following motion was presented and voted:

That request be made of the Woman's Committee, Council of National Defense, to supply each Chairman of a State Department of Women in Industry

with lists of all government contracts under which women are employed, that may be granted in the respective State.

The Chairman called attention to literature and lists of references which could be furnished for the study of labor problems of the day, and particularly recommended as a good background for a study of the trade union movement the book written by Alice Henry: "The Trade Union Woman." Miss Ball, of Ohio, endorsed the list of readings prepared by Miss Van Kleeck for Red Cross classes in social work.

MRS. HARDING: I have consulted a number of people, among others Miss Van Kleeck, Miss Grace Abbott, Miss Lathrop, and various women in the departments in Washington. They are enthusiastic about the plan to form groups for the study of the problems of women and children in industry. Perhaps some of you are familiar with the pamphlet issued by the Committee on Public Information, called, "The Study of the Great War." My idea is to follow, in part, the plan of that; not to publish a mere outline, with lists of references for which the books would have to be found, because I hope very much that these study groups may be formed in places where library facilities are not adequate on such a special subject. My thought is to prepare a skeletonized text-book, with the topics followed by extracts from various authorities, for instance, the British Reports, and giving facts, so that if there is not access to a library the facts will be there. Then, of course, there should be additional suggestions for reading and a list of the material easily obtainable from the Bureau of Labor Statistics, and a carefully selected list of other material available. There might also be included questions for discussion and local investigation.

I had in mind beginning with the background of pre-war conditions in England, on the continent, and in the United States; Legal Safeguards for Women and Children Before the War—the safeguards established by custom and by trade union agreement. The effect of the war upon women and children in Great Britain, and, more briefly, upon women and children on the continent would follow, and then our own wartime problems. Finally, plans for reconstruction which are in contemplation in the various countries of Europe and in this country, might be presented.

MRS. PERKINS: I believe the idea could be worked out in Michigan, because women's clubs there are leaving open dates through the year which could be used for such study.

MISS ROSE SCHNEIDERMANN, President, Woman's Trade Union League of New York:

In New York, during the suffrage campaign we had a wonderful set of correspondence lessons which gave all the information about suffrage and took up the different phases—how men got suffrage, when and how they got it—in separate lessons, the sentences terse, the whole in twelve lessons. In this instance, I would suggest the topics: "Why Labor Laws Should be Maintained," "The Experience of Other Countries in Breaking Down Labor Laws—What it Has Meant and How They Have Had to Go Back to the Former Status." It would be a splendid undertaking, I think.

MISS LUMMIS (Research Worker, Industrial Committee of War Council, Y. W. C. A., New York): I would like to suggest a pamphlet which would be

helpful, by Mr. Hornell Hart, a study syllabus in regard to reconstruction, social and industrial. It suggests books for reading and questions for discussion.

STUDY CLUBS AND DATA.

MRS. ROBINS: In order that we may enable the men and women of the country to share the knowledge of industrial conditions and matters of social and industrial reconstruction, I move:

That recommendation be made to the Woman's Committee, Council of National Defense, that it (1) ask the State Departments of Women in Industry to form clubs for the study of industrial conditions and problems and the possibilities of social and industrial reconstruction, and (2) that it make possible the distribution of information on these questions by supplying literature and a text-book designed to aid such study clubs.

MRS. PERKINS (Michigan): I want to emphasize not only the value of the text-book but also the need of a correspondence course. I do not believe anything has been published in the country that has helped women to understand suffrage as has the little correspondence course mentioned by Miss Schneiderman.

Motion carried.

The Chairman introduced the subject of the relation of the Employment Service to the Woman's Committee.

MISS JONES (Ohio): At a recent meeting in Columbus, of the State Committee, we were told by Miss Gallagher of the Employment Service that that service could not be improved unless it was patronized, and she suggested that the Woman's Committees all over the country could give this help by constantly urging women to use the Employment Bureaus.

MRS. HARDING: It has been suggested that the Woman's Committees, in industrial centers especially, could co-operate with the Employment Service in matters of housing. In some places such a plan as this has worked out satisfactorily. The representative of the Employment Service has gone into a city where a great extension of industry was expected, has got in touch with the local committee of the Council of Defense and the Woman's Committee, and a house-to-house canvass has been made, appealing to householders to provide housing for the incoming workers. Another plan for helping conditions, in New Jersey, was to urge women shoppers to keep off the street cars during the rush hours—to confine travel to the hours of the day when cars were not used by the workers. These are two concrete suggestions.

MRS. CRAIG-MILLER (Michigan): The Employment Bureau suggested, as one way of providing rooms for workers, that women whose sons have gone into the service be asked to offer the boy's vacant room to a girl worker.

MRS. HARDING: I should like to have your opinion on this suggestion: That in many cities a member of the Woman's Committee might be assigned to a desk in the local Employment Office, and the problem cases which require more time than the Employment Office staff can give referred to her.

MRS. ROBINS: In Illinois the Woman's Committee started an employment service last winter, then when the Federal Government undertook all employment service, we arranged to have a federal employee serve in that section; that is, we federalized our Employment Service. We have our own representative and the Government representative working side by side, and they have handled a great number of cases.

MISS COPP (Wisconsin): In connection with the U. S. Employment Service, we have been eager to have the committees on women in industry co-operate with the Federal service. We have no women on the Community Boards. The employers are represented and the employed, and the local agent of the U. S. Service. Now, because we are not represented on the Community Boards we are asking that our County Committees of Women be an Advisory Committee for the woman who has charge of the employment service.

MRS. COX (Indiana): A telegram came to headquarters just before I left, authorizing the placing of two women on each Community Labor Board, and perhaps that same instruction has gone to Wisconsin. It came from Washington direct to the U. S. Employment Service, and they immediately got into communication with the Committee on Women in Industry.

Miss Anderson was asked to give information concerning Community Labor Boards. She stated that it was the intention to appoint one or two women on these boards, but that they would have full voting powers only where women were concerned.

COMMUNITY BOARDS.

Discussion of the various points involved in the authority to be vested in Community Boards and the importance and the justice of according to women members full voting power resulted in the following resolution, adopted by unanimous vote:

Whereas, the women members of Community Boards, as now constituted, have the power of vote only on questions affecting women, and in the opinion of the delegates to the Middle-West Conference of the Departments of Women in Industry of the Woman's Committee, Council of National Defense, this condition defeats to a degree the purpose for which women are appointed on those Boards; and,

Whereas, the Woman in Industry Service is authorized, in co-operation with the Secretary of Labor, to work out the policies to govern working conditions, hours, and wages of women; Therefore, be it

Resolved, That this Conference, through its Chairman, call to the attention of the Secretary of the Department of Labor the danger involved in delegating to local Community Boards the power to exercise control over wages and hours of work, and urge upon him the importance of providing equal voting power for the men and women members of those Boards.

CHAIRMAN: The following telegram has been received: [reads]

From Miss May Allinson, Executive Secretary, Women in Industry Committee, under the Advisory Commission of the Council of National Defense.

Thank you for invitation to attend Conference. Pressure of work detains me in Washington, but Mary Anderson has been appointed to officially represent our Committee and present report to State Chairmen.

Miss Anderson, Assistant Director of the Women in Industry Service, will tell us something about the different problems; she also comes as representative of the Women in Industry Committee.

MISS MARY ANDERSON (Assistant Director, Woman in Industry Service, U. S. Department of Labor, Washington, D. C.):

I was appointed just yesterday as I was leaving Washington, to represent Miss Allinson, Executive Secretary of the Women in Industry under the Advisory Commission of the Council of National Defense. Miss Allinson could not be present because of undertaking some government work, and here is her report for the Women in Industry Committee—the so-called Harriman Committee [hands report to Chairman]. I think I may say that Mrs. Harriman is going abroad the 28th of this month. She will take charge of the motor corps service in France, with 500 women, and her Committee as such—which has made several splendid investigations, especially for the Navy, which reports are being printed now and will be distributed, the Navy having put into effect practically every suggestion made, and particularly in the Charleston situation, where the shirts were made in homes under sweatshop conditions,—her committee, as such, seeing that their service has been set up in the Government, which has practically taken over the work of the Committee, is going into a passive state. It will remain so until the rest of the Labor Committee go out of existence.

I want to say, in behalf of the Woman in Industry Service, of the Department of Labor, that we came into existence in a troubled time,—very timely at that. But we should have been in existence years ago. We would have been better fitted to handle our problems.

I could not tell you all the problems we have in Washington on women's work, and not only on women's work, but on men's work, because you cannot separate the two. The best evidence of this last statement is that Miss Van Kleeck is a member of the War Labor Policies Board, a full voting member on that board, which includes representation of the production divisions in the Navy, War and other departments. That is the reason the Policies Board is so important.

Because of Miss Van Kleeck's membership on that Board we get also full co-operation from other government departments in Washington. We are working with the War Labor Board, the so-called Taft-Walsh Board. They handle the grievances in the factories. They take up the disputes that arise that interfere with production, and we are working very closely with them. Miss Elisabeth Christman, from Chicago, Secretary of the International Glove Workers' Union, is appointed Chief of the women's labor end of it, and Miss Obenauer, one of the women in Washington whom I presume many of you know, is one of the Examiners on that Board, and sits in cases where women's and men's grievances are taken care of.

We are strongly urging at this time the appointment of two women members on this Board, members in reality. The reason we ask for two women is that we want one to represent Labor and one to represent the Manufacturing interest. That is the only fair way.

I want to say that we have a very serious question in Washington at this time. The War Labor Board has handed down a decision in Bethlehem and in the Bridgeport District. The Bridgeport District has been notorious for labor troubles and the treatment of labor. This case has been hanging fire for nearly five months, and now the decision has been handed down. The Board could not agree on a decision, so a Referee was appointed, Mr. Eidlitz, a member of the Housing Bureau. The decision was not at all what the District wanted, so the machinists went on strike against the decision. Ordinarily, of course, they would have been justified in going on strike against the decision, but whether or not they should do so at this time when we need so much ammunition across the sea—when even an hour's stopping of production in a munitions factory is serious to the men we are sending across the water—it is a question. I understand that the President has sent a telegram asking the machinists to return to work, and stating that their grievances would be taken care of. The War Labor Board handed down a decision in the Bethlehem case two or three weeks ago, but the firm has not said it will live up to the decision. It is a plant that makes a special commodity for the war, so urgently needed that when you know the inside facts you are fearfully disturbed, and still this plant will not—knowing that efficiency and increased production depend upon it—this firm has not said it will put the decision into effect. This is very serious to the War Labor Board. It is a question whether or not the War Labor Board's (or the Government's) decision will stand in this war. I have not the slightest fear which way it is going to go, but, at the same time, it is holding up production and the people working in the plant are not getting a square deal. I want to say, too, that this has been one of the plants that has been very insistent in asking the Woman in Industry Service, through the War Department, to employ women at night. We have consistently refused that privilege.

I want to go into that night work question fully. In fact, I came to Chicago to tell you all about it, so that it will not be misunderstood and so that you will understand what we need in Washington. While Miss Van Kleeck was still in the Ordnance Department, case after case was referred to her to decide whether night work should be granted to women. She had very thorough investigations made in these plants all the way through, and was able to find another way out.

Now that we are over in the Labor Department, the War and Navy refer to the Woman in Industry Service all questions of "exemption," and we know from the pressure being brought to bear, in both Pennsylvania and New York, that just as soon as the legislatures meet in January a fierce attack is going to be made, particularly on the night-work law. We called a Conference of the American Association for Labor Legislation, the National Women's Trade Union League, and the Consumers' League—the three organizations that have been so interested in laws for women, and that have worked so hard to get them on th statute books. In that conference we worked out several things. We realized that there are seven states in the Union that have a night-work law. Massachusetts and Wisconsin have exemption boards. We have New York and Pennsylvania with prohibition of night work, while Connecticut and New Jeresy, right across the river, have no night-work laws. We have got to do something. The only solution is federal control through federal permit. Since the Government is the largest manufacturer today in the country, we have felt that on Government contracts and sub-contracts a permit system could be instituted that would reach the states that have a night-work law and the 41 states that do not have one, the permit to be issued only during an emergency. If another exemption was wanted, the same process would have to be gone through with again. We feel

that the only way we can get the whole night work control under the federal government, the only way we can bring all the states into equality, is to secure a ruling that no night work permit shall be issued until the Woman in Industry Service, through the Secretary of Labor, has made a thorough investigation and has said to the firm requesting the permit, "You must institute three eight-hour shifts; you must give equal pay for equal work." And where there is a question of wages, that should be put up to the War Labor Board. And where the War Labor Board has already rendered a decision, such as at Bethlehem, which is clamoring for night work, we have said that no night work permit will be granted the firm unless they abide by the decision of the War Labor Board; and in factories where the Board has rendered a decision and they have Examiners to put it into effect, the night work should go under the War Labor Board, and in cases where there is no War Labor Board supervision, the night work should go under the supervision of the Woman in Industry Service.

This plan, which is tentative, we feel safeguards the whole situation. We have had many conferences in Washington with all the groups concerned—with the American Federation of Labor, with the War Industries Board—as to whether or not they were giving too big contracts to one concern where the labor supply was not sufficient, and as to whether when men and women were taken out of non-essential industries and put into the essential industries they could be distributed so that night work was unnecessary. All that we have gone into thoroughly. We do not know yet whether any night work permits will be granted, but in case, when the legislatures meet, we can go to them, or people in the state can go to them and say, there is no incentive to break down labor laws in the state because the government has taken care of this, the government has granted emergency permits,—there is no question but the argument will be used with the state legislatures that the government cannot get out the producion because the women cannot work at night; but that argument can be taken away from them by granting the emergency permit if found necessary after a thorough investigation. We want all this thoroughly known, because people will be saying that we are trying to break down the labor laws, and we say we are trying our best to keep the labor laws through this method.

We have had conferences with the Labor Department of Pennsylvania and with the Labor Department of New York. And Mr. Lynch said: "If you do not do this, I am sure New York will not be able to hold its labor laws for women in the next legislature. I feel now that this is going to help us wonderfully."

But Miss Van Kleeck and I want you to know that we are in earnest about this, that we are trying to do the best we can for the women of the country, and we want from them all co-operation and help, because it is a tremendous question, and getting bigger every day. And we need the co-operation of every sincere person throughout the country and especially the co-operation of the women of the country. [Applause.]

MISS JONES (Ohio): I should like to know if Miss Anderson and Miss Van Kleeck feel there is no hope of getting legislation through this winter in States where there is no law concerning night work? Would it be best to take up some of the serious phases of night work on the chance of getting action, such as the employment of young girls in stret cars or taxi cab service, or do you advise us to drop the whole question of securing legislation?

MISS ANDERSON: I think it ought not to stop at all, but go on, because where there is a national emergency the Government will take care of that

emergency. What we are trying to do is to lighten the burden, so that the people can safeguard what they have and go after more.

MRS. ROBINS: I should like to ask Miss Anderson—if permits for night work are granted—will they exclude or include women of a certain age? Is night work to be permitted for women of all ages?

MISS ANDERSON: The question has not been decided. We have talked about eighteen years as the age.

MRS. ROBINS: Has any decision been reached regarding the question of 8-hour shifts? If night work is necessary for one shift, is it thought that it may be terminated for that group and given to another group?

MISS ANDERSON: We have considered those questions of night work, and we feel that there should be three eight-hour shifts. We say eight hours or less; but four or five hours will not suffice, because then people will not earn enough, and besides the question of rotation comes in. They must rotate every three weeks, so that one group will not work permanently on night work. Under that system there could not be shorter hours.

MRS. ROBINS: I feel that it is of tremendous value to all of us, especially to the women workers of the country, that it is possible to leave the granting of permits for night work to women like Mary Van Kleeck and Mary Anderson, and that we have representing us in Washington women who are especially eager that the women workers of the country shall be protected. Miss Anderson has stated that only seven states have laws prohibiting night work. In two of them the laws are so arranged that exemption is possible. That leaves us five states with night work prohibition as against 43 without any protection. Now, this granting of permits will give protection to women in war industries where there is no law prohibiting night work, which is a gain; in the second place, the granting of permits will enable us to fight as hard as we can for prohibition-of-night-work laws next January. We do not want to handicap the women workers to such an extent that they will not be wanted in an emergency—that is a necessary thought to bear in mind. And because of these considerations, I want to ask Miss Anderson if it would meet with her wish and the wish of Miss Van Kleeck if we took some vote as to decisions to be taken in regard to night work and the Woman in Industry Service.

MISS ANDERSON: It would be very helpful to have the backing of this group. I wish to say this is a tentative plan only.

PERMITS FOR NIGHT WORK.

(Motion by Mrs. Robins, duly seconded and carried.)

That request be made of the Department of Women in Industry, Woman's Committee, Council of National Defense, to present to the Woman in Industry Service, Mary Van Kleeck, Chief, the vote of this body to the effect that while it maintains its position on the prohibition of night work for women, in view of the great emergency confronting the country in the production of munitions and field equipment, it recognizes the expediency of granting a special permit by the Secretary of War or the Secretary of the Navy for a specified period of night work, upon the recommendation of and after thorough investigation by the Woman in Industry Service representing the Secretary of Labor.

WOMAN'S REPRESENTATION ON NATIONAL WAR LABOR BOARD.

The following motion was offered by Mrs. Robins, duly seconded and carried:

That the Delegates to the Middle West Conference of the Departments of Women in Industry, State and National Councils of Defense, send to the President of the United States a telegram urging the appointment of two women members of the National War Labor Board, one of these women to be a trade unionist, the other to represent employers of labor; and that a copy of this telegram be sent to Secretary of Labor Wilson and to Mr. Taft and Mr. Walsh of the War Labor Board.

MISS LUMMIS (National Y. W. C. A., New York): I think one of the Wisconsin representatives mentioned that they have a woman director who is working for trade training of girls under the Vocational Education Board. I wonder if other states are doing anything along that line? It seems to me an important subject to which public opinion might be directed. A great many people think that home economics is sufficient vocational training for girls.

THE CHAIRMAN: I served on the Federal Commission that considered what resulted in the Smith-Hughes bill. Miss Marshall and I were the two women members, and the pressure by the men members was great to give aid merely to home economics, not as a vocation, but we stood against it. It was difficult for the men on the Commission to understand that we loved the home and at the same time would not do this, but we knew that if we gave in, the money would be spent only for Home Economics.

MR. BROWN (Wisconsin): I should like to be given some information on the questions involved in equal work for equal pay. I do not feel that the statement alone solves the problem.

MISS ANDERSON: I presume we all have the same experience. The War Labor Board has found that to be the biggest question before it—how to apply equal wage for equal work, because in the introduction of women into the factories, there comes up the question of the subdivision of work. Even if women do the same work as men, they have a few men around who set up the machines so that it can be said the women do not do all the work the men before them did. This, however, is because they have not trained the women. This country is following France, which has been paying women one-fourth less than men. The only way this great question can be solved, I believe, is by setting a price on the job, not on the person!

MR. BROWN: I think it would be in order for this conference to request the different committees in the several states to at least make investigations. Such investigations usually bring good results. Placing the matter before the eyes of the public often has the desired effect.

INVESTIGATION IN REGARD TO ENFORCEMENT OF EQUAL WAGE STANDARD.

Motion, duly carried:

That a request be made of the Department of Women in Industry, Council of National Defense, to institute through the various State Departments an

investigation for the purpose of learning to what extent the standard requiring an equal wage for equal work is being enforced.

MR. BROWN: Should we not make some sort of a permanent body out of this conference, to meet and exchange ideas?

OCCASIONAL CONFERENCES OF MIDDLE-WEST STATE DEPARTMENTS.

A general discussion resulted in the following motion, duly carried:

That the Middle-West Departments of Women in Industry, State and National Councils of Defense, shall hold occasional conferences, same to be called whenever a number of the State Chairmen shall so agree; the conferences to be attended by State Chairmen and representatives.

RECESS.

The Conference reconvened, after the noon reces, with Mrs. Harding in the chair.

MRS. ROBINS presented for consideration the current report that women workers in military camps and in the vicinity of the camps are not provided with adequate housing and proper working conditions. The following motion was duly voted:

PROTECTION FOR WOMEN CAMP WORKERS.

That the Department of Women in Industry, Woman's Committee, Council of National Defense, be requested to present to the Woman in Industry Service, Mary Van Kleeck, Chief, the question of insuring a proper provision of housing and working conditions for women workers in military camps.

MR. BROWN (Wisconsin) presented the following motion, duly carried:

ADOPTION OF STANDARDS BY STATES.

That the Conference recommend the adoption by each State Department of Women in Industry of a set of standards, preferably the standards submitted by the Ordnance Bureau, otherwise the standards endorsed by the National Committee of Women in Industry or the National Women's Trade Union League.

CONFERENCE ADJOURNED.

The following State Chairmen, Representatives, and Visitors were present at the Conference:

Colorado.

Campbell, Mrs. John, 1401 Gilpin St., Denver. Chairman, County Committee on Women in Industry; Member, State Department of Women in Industry; Chairman, State Committee on Speakers, Woman's Committee, Council of National Defense.

Illinois.

Banks, Mrs. Olivia Bush, Hotel Idlewild, 50 E. 33rd St., Chicago. Community Worker of Chicago League on Urban Conditions Among Negroes.

Bennett, Miss Helen M., 17 North State St., Chicago. Chicago Collegiate Bureau of Occupations

Buell, Mrs . Emma M., 336 Trym St., Woodstock, Ill. County Chairman, Americanization Committee, McHenry Co.

Challinor, Mrs. Mary, 1001 N. Avers Ave., Chicago. Member, Bindery Women's Union, Local No. 30.

Davis, Mrs. W. H., 3226 Prairie Ave., Chicago. Chairman, Second Ward Woman's Committee; Member, Department of Women and Children in Industry.

Fisk, Miss Helen G., Chicago. Women's Branch, Industrial Service Section, Ordnance Department.

Forsyth, Miss Ann, Room 703, 139 N. Clark St., Chicago. National Women's Trade Union League; Member, Department of Women and Children in Industry.

Goins, Mrs. Irene, 2942 Prairie Ave., Chicago. Member, Sub-Committee on Colored Women in Industry.

Gould, Mrs. B. T., Settlement House, 667 Marion St., Waukegan; Hattie Barwell Goodfellowship Club.

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